



**Licensing Hearings Specialist
Driver Services
Olympia, Washington**

Compensation: Range 54 - \$3,540 – \$4,531/mo

Closing Date: August 11, 2006 (5:00 p.m.)

Our Mission:

Great people, great service, working together for a safer Washington.

Our Vision:

Department of Licensing: One vision, one voice - excellence every time.

Nearly every Washington State resident interacts with DOL in some way through driver licensing, vehicle or vessel tabs, or for professional business licenses. The Department of Licensing employs more than 1,200 people in over 60 locations statewide. To learn more about our agency, please visit our website at www.dol.wa.gov.

Our Core Competencies:

In support of our mission and vision, our employees strive to demonstrate all of the competencies listed below:

Communication Effectiveness: Use effective listening skills and apply effective written and oral communication techniques to convey clear, timely, persuasive messages that positively influence the thoughts and actions of others.

Customer Centered: Search out and identify internal and external customers' service delivery requirements to improve efficiency, effectiveness, and satisfaction.

Ethics and Integrity: Earn the trust, respect and confidence of coworker and customers through fairness, truthfulness, honesty, sensitivity, reliability and professionalism in all interactions.

Performance Leadership: Create and nurture a results oriented culture that focuses on measurable outcomes by fostering teamwork and innovation to accomplish the organization's mission and goals.

Personal accountability/Initiative: Accept responsibility for the quality and timeliness of her/his work to meet or exceed predetermined goals and objectives with little need for oversight.

In addition to these, our supervisors and managers strive to demonstrate the following:

Strategic Thinking/Planning and Vision: Consistent with the direction of the Agency, develop, communicate, and implement a plan to achieve a preferred future and influence others to follow.

Human Resource Management: Proactively apply sound human resource management practices within area of responsibility and consistent with the Agency's human resource management logic model.

Position Objectives & Responsibilities:

This position presides over administrative hearings for drivers who are contesting license revocation or suspension under RCW 46.20.308 (Implied Consent) and other provisions of Washington state law. In the majority of these cases, attorneys represent the drivers. This position is responsible to direct hearings in a manner ensuring fairness and allow due process. This position independently makes the final decision for the department by preparing written Findings of Fact and Conclusions of Law, subject to appellate review by the courts of Washington State. This appellate review is on the record (not de novo). This position has the authority to issue subpoenas, administer oaths to witnesses and interpreters, and rule on motions and objections. This position is responsible for analyzing evidence, arguments, and legal briefs, and researching and analyzing applicable statutes, case law, departmental policies, and the Washington Administrative Code, and follows and applies Hearings Unit's Significant Decisions.

Required Qualifications:

- Law degree and membership in good standing of a state bar association AND
- Two years experience in one or more of the following:
 - ✓ As an adjudicator of claims,
 - ✓ A full-time member of a regulatory board or commission which hears contested cases and makes decisions on the evidence,
 - ✓ In prosecuting or defending criminal cases,
 - ✓ In representing plaintiffs or defendants in civil trials or hearings.

Desired Competencies:

- Ability to effectively communicate and consistently provide excellent and courteous customer service to a diverse clientele, internal and external to the organization.
- Ability to handle confidential information appropriately.
- Ability to balance competing interests of department's public safety mission and due process requirements.
- Superior written and verbal skills for varying audiences.
- Knowledge of adjudicative hearing procedures, rules of evidence, significant bodies of law and departmental policies, and practices.
- Ability to analyze simple-to-complex fact patterns, technical issues, and their interrelationships, weigh conflicting evidence and interpret and apply applicable law.
- Skills involving group dynamics, intervention strategies, and diffusion techniques.

Compensation

This position is in general government service. Starting monthly compensation is \$3,540 - \$4,531/mo depending upon qualifications. We offer a solid benefits package that includes a state retirement plan, deferred compensation, 11 paid holidays, paid vacation and sick leave, and a full array of health, dental, life, and long-term disability insurance coverage. This position is in a collective bargaining unit and as a condition of employment you will be required to become a union member or pay a fee as outlined in the Master Agreement.

Application Procedure

E-mail is the preferred method of application and will be used as the primary method of communication throughout this process.

E-mail application materials to HRrecruit@dol.wa.gov with a subject line of *06-136G LHS*.

All requested materials must be submitted.

- A letter of interest (no more than two pages) describing your skills and experience as they relate to the Required Qualifications and Desired Competencies outlined in this announcement;
- A Washington State Job Application;
- A list of three professional references, including one supervisor, one peer, and one customer, with current telephone numbers and addresses.

Note: The act of submitting application materials is considered affirmation that the information provided is complete and truthful. Prior to any new appointment into DOL, a background check will be conducted.

The certified candidate pool for this position may be used to fill other similar positions for up to 6 months after the certification date.

If e-mail is not possible, please mail materials to:

Human Resources Office

Attn: 06-136G LHS

Department of Licensing

PO Box 6007

Olympia, Washington 98507-6007

Persons disabilities who need assistance in the application process or those needing this announcement in an alternate format may call (360) 664-1510 or TTY (360) 664-9492. The Washington State Department of Licensing is an equal opportunity employer and encourages all qualified persons including disabled and Vietnam era veterans, women, racial and ethnic minorities, people with disabilities and persons over 40 years of age to apply.